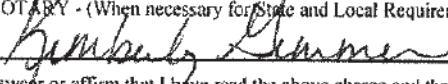
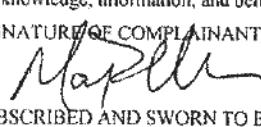
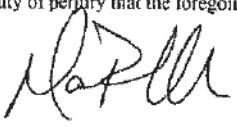


# EXHIBIT A

CHARGE OF DISCRIMINATION		AGENCY	CHARGE NUMBER
<small>This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.</small>		<input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC	<b>E-07/22-54235</b> <b>28E-2022-01347</b>
<u>Missouri Commission on Human Rights</u> and EEOC			
NAME <b>Marc Miller</b>	HOME TELEPHONE [REDACTED]		
STREET ADDRESS [REDACTED]	CITY, STATE AND ZIP CODE [REDACTED]	DATE OF BIRTH [REDACTED]	
NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME ( <i>If more than one list below</i> )			
NAME <b>Crash Champions Crash Champions LLC</b>	NUMBER OF EMPLOYEES, MEMBERS <b>15+</b>	TELEPHONE <b>(816) 767-0707</b>	
STREET ADDRESS <b>13420 South US Highway 71</b>	CITY, STATE AND ZIP CODE <b>Grandview, MO 64030</b>	COUNTY <b>Jackson</b>	
CAUSE OF DISCRIMINATION BASED ON		DATE DISCRIMINATION TOOK PLACE EARLIEST (ADEA/EPA)      LATEST (ALL)	
<input type="checkbox"/> RACE <input checked="" type="checkbox"/> RETALIATION	<input type="checkbox"/> COLOR <input type="checkbox"/> NATIONAL ORIGIN	<input type="checkbox"/> SEX <input type="checkbox"/> DISABILITY	<input type="checkbox"/> RELIGION <input type="checkbox"/> OTHER <input checked="" type="checkbox"/> AGE
		<b>Latest:</b> Approx. April 29, 2022 <input type="checkbox"/> CONTINUING ACTION	
PARTICULARS:			
<p>On or about August 16, 2021, I began employment with Respondent as a GM. My supervisor, District Officer Chris Norris, made age-related remarks to/about me. In early 2022, Norris hired an employee in his late-20s or early-30s named Evan. Norris then withheld support and communication from me and became increasing hostile toward me. In or about April 2022, I learned that Norris had asked two other younger employees if they were interested in my position. When I asked Norris about his lack of support and communication with me and confronted him about offering my position to 2 younger employees, he said: "I was just saying that because of you age. You're the oldest GM..." I opposed this age-related remark directly with Norris and told him it wasn't right. Approximately 2 weeks later, Norris fired me. On or about April 29, 2022, Norris told me I was being fired because you're losing too many employees." I was then replaced by a younger employee.</p>			
<b>FILED</b> <b>JUL 15 2022</b>			
<b>MO Commission on Human Rights</b> <b>Jefferson City Office</b>			
<small>I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.</small>		<small>NOTARY - (When necessary for State and Local Requirements)</small> 	
<small>I declare under penalty of perjury that the foregoing is true and correct.</small> <small>7/14/2022</small>		<small>I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information, and belief.</small> <small>SIGNATURE OF COMPLAINANT:</small>  <small>SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE:</small> <small>July 14, 2022</small>	
Date <small>7/14/2022</small>	Charging Party (Signature) 	<div style="border: 1px solid black; padding: 5px; display: inline-block;">           KIMBERLY GEMMER            Notary Public, Notary Seal            State of Missouri            Jackson County            Commission # 15638693            My Commission Expires 09-17-2023         </div>	